



The Florida Bar Out-of-State Division

State-to-State

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Summer 2025



- Paying it forward: Five tips for attorneys supervising summer interns
- Get to know your OOSD officers for 2025-26
- What you need to know about continuing legal education credit
- Connect and grow: Out-of-state attorneys encouraged to join Counsel to Counsel program

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Justice Building Raleigh, North Carolina



The Supreme Court of North Carolina sat in the State Capitol at Raleigh from 1819–1888. After the Capitol was destroyed by fire in 1831, the court retreated for a short time to the meeting house of the First Presbyterian Church. From 1888 until 1940, the justices successively occupied buildings on the north and south edges of Raleigh's Union Square.

Since September 4, 1940, the Supreme Court has presided in the Justice Building, located at 2 East Morgan Street.

Source: nccourt.gov

We're here for you

by G. C. Murray II, Dulles, Va.

It's an incredible honor to serve as president-elect of The Florida Bar Out-of-State Division. For years, I've had the privilege of being actively involved in this division, and I remain especially grateful to have gotten my start under the leadership of President Natasha Dorsey. Her mentorship and example inspired me to stay engaged and give back.

Now, as I step into this new role, I'm excited to support President Mindi Wells, whose clear vision and steady leadership are exactly what our division needs in this moment. I look forward to working closely with her to advance her initiatives and continue the division's



President-elect's message

G. C. MURRAY II

mission of serving Florida Bar members beyond state lines.

This is a dynamic time for the legal profession, and I'm committed to helping the Out-of-State Division stay relevant, resourceful, and responsive to the needs of our growing membership. Whether you're practicing in another state, overseas, or exploring opportunities beyond Florida, we're here for you.

G. C. Murray II, Esq.
President-Elect, Out-of-State Division
The Florida Bar

! The deadline to submit nominations for the 2026 awards is 11:59 p.m. Friday, September 19, 2025.

Pro Bono Service Awards

Each year, the Florida Supreme Court and The Florida Bar honor and recognize lawyers, groups and members of the judiciary who have freely given their time and expertise in ensuring access to justice for those who otherwise could not afford it.

The 2026 awards will be presented at 3:30 p.m. on Thursday, January 22 at the Supreme Court of Florida.

Nomination Process

Honorees for the annual pro bono awards can be nominated by legal aid groups, fellow lawyers or anyone else who knows of exceptional pro bono service provided by a lawyer, judge, voluntary bar or law firm. For circuit awards, honorees are recommended by circuit committees and approved by The Florida Bar president. A committee of the Young Lawyers Division (YLD) of The Florida Bar chooses the YLD honoree. The Chief Justice's Pro Bono Advisory Committee recommends the remaining honorees to the chief justice of the Florida Supreme Court, who makes the final decision.



Unbillable life: Reclaiming time before it claims you

by G. C. Murray II, Dulles, Va.



G. C. MURRAY II

"You can track every tenth of a billable hour ... but somehow, your life slips by off the record."

Lawyers are great at tracking other people's time. We bill it, argue over it, account for it in six-minute increments. But when it comes to our own lives—the unbillable parts—we lose track. We give away hours we never get back. We push rest, family, exercise, creativity, joy, even just *boredom* to the side in the name of staying busy.

We know the cost. We feel it. But reclaiming that time? That's the part most of us have never been taught.

The silent takeover

Time poverty doesn't usually show up with flashing red lights. It creeps in slowly—one “just a quick call” at a time. One “urgent” client text at 9:45 p.m. One more committee meeting. One more thing we said yes to because it felt too uncomfortable to say no.

And because so many of us are high functioning, we make it work ... until it doesn't. We delay vacations. We miss dinners. We feel detached from our kids, our partners, our purpose. It's not a dramatic collapse. It's a slow erosion. One unbillable hour at a time.

According to The Florida Bar's membership survey, nearly 57% of lawyers report feeling burnout. A full 70% of us work at least 50 hours a week. And for many, the idea of “work-life balance” sounds more like a punchline than a plan.

But it doesn't have to be that way.

Stop managing time. Start leading it.

You've probably heard all the productivity advice before. Get a better calendar app. Color code your tasks. Try the Pomodoro method. Fine. Some of it helps.

But you don't need better time *management*. You need time *leadership*.

Time leadership is the intentional, values-based stewardship of your hours—not just your tasks. It's not about fitting more into the day. It's about giving your best hours to what matters most.

That shift—from being reactive to being deliberate—is the first real move toward reclaiming your unbillable life.

Where does it all go?

If you've never done a time audit, this is your sign. For one week, track how you actually spend your hours—not how you *intend* to spend them. Include categories like client work, email, admin, meetings, family, social media, sleep, rest or leisure, commuting, and worrying (yes, really).

Then look at the numbers. Chances are, you'll find “hidden billing” all over the place—giving away your mental prime time to emails, reactivity, or other people's fires. That realization alone can change how you approach your day.

How to reclaim your calendar

Once you see the time leaks, you can start plugging them with strategies that actually work:

- **Default to no** unless a request aligns with your values or your top three priorities.
- **Block your time** around energy, not just availability. High-focus tasks go where your brain is sharpest.
- **Protect “case closed” hours.** Pick a time—even symbolic—when

the workday ends. Honor it like a courtroom deadline.

- **Schedule what matters.** Time with family, exercise, therapy, date nights—these are appointments too. Put them on your calendar.

One of the most powerful things I ever did was build in a two-hour window each week labeled “Strategy + Stillness.” It's blocked. It's protected. It's where my best thinking lives now.

The ROI of rest

I used to think rest was a reward for hard work. Now I know it's a prerequisite for doing anything well.

Neuroscience backs this up. Decision fatigue, cognitive overload, and chronic stress shrink your effectiveness. You're not “pushing through.” You're burning down.

The unbillable parts of your life—sleep, laughter, hobbies, spiritual practice, staring out the window with a cup of coffee—those aren't luxury extras. They're part of your professional infrastructure.

Ask yourself: *What would your practice look like if you protected your peace the way you protect your clients?*

The final bill

I'll end with this: You'll never get an invoice for your unbillable life. But you'll pay for it anyway—in health, relationships, missed milestones, and untapped potential.

There's still time to reclaim it. And no, it doesn't require a life overhaul. Just a willingness to lead your time with the same care and clarity you bring to your clients.

Start today. Pick one hour this week that's fully yours. Guard it. Savor it. See what grows from it. That's how the reclaiming begins.